

FOLIO

UNIVERSITY OF ALBERTA
27 SEPTEMBER 1991



INSIDE

- Four Albertans, including Raymond Lemieux, to receive honorary degrees
- An interview with Vice-President McDonald
- Employment Equity Week program

Federal government supports TRIUMF KAON facility University of Alberta involved in project

University of Alberta officials lauded the recent announcement by the federal government to kick in roughly one-third of the capital costs of expanding TRIUMF (Tri-University Meson Facility), to include a KAON nuclear physics laboratory in Vancouver.

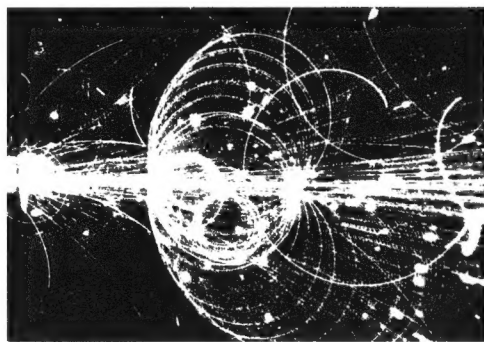
According to physicist Peter Kitching, Director of the University's Centre for Subatomic Research, the federal government has promised \$236 million, the BC government has committed the same amount and foreign governments are expected to make up the other third of the money to build the facility.

Dr Kitching said there is a verbal agreement with the United States government whereby it would commit about \$100 million. Smaller countries such as Germany, Japan, France, Italy, Britain and South Korea would also contribute.

It's expected this expansion could take about five years to complete. Details on how the operating costs will be shared have yet to be finalized.

The University of Alberta is one of four universities involved in research activity taking place at TRIUMF, Canada's National Subatomic Particle Research Centre, where a staff of about 400 and an estimated 400 scientists from Canada and the international community conduct research annually.

Dr Kitching said University of Alberta scientists have been doing experiments at the facility since the mid-1970s when it first opened. Now about 20 faculty, graduate students and postdoctoral students from the U of A use the facility. In fact, last weekend physics professor LG Greeniaus was conduct-



A kaon is a subgroup of a meson, a subatomic particle with a mass intermediate between those of electrons and nucleons.

ing experiments there on the fundamental properties of matter.

While accelerator facilities around the world address similar questions in subatomic physics, they do so with different approaches. TRIUMF is concentrating on creating one-thousand times more particles than any other high energy accelerator in the world; thus the expansion of TRIUMF is appropriately called the "KAON Factory". By encircling the existing facility with new accelerators, scientists hope to boost the intense beams to 60 times greater energy reaching .999 the speed of light. That will create an unprecedented number of kaons and other rare particles.

To create a kaon from energy of motion in the collision of sub-atomic particles, a proton beam of even more energy than that of the present cyclotron at TRIUMF is necessary.

President Paul Davenport said, "The University is proud of its role as a founding member of the TRIUMF consortium and we

congratulate the federal and provincial governments for their foresight in supporting the efforts of Canadian scientists with funding for the KAON factory."

Dr Kitching said the expansion project could certainly have a positive impact in recruiting faculty, graduate students and research associates interested in subatomic physics. "We'll be able to attract eminent scientists from around the world to conduct research," he said, noting that recent Nobel Prize recipient and U of A alumnus Richard Taylor is very interested in the project. Dr Taylor is a physicist at Stanford University. Dr Kitching said Dr Taylor was planning to visit the U of A in late October, but is now pushing up that date.

The expansion of TRIUMF to include the new KAON facility has not been without some controversy, however. Some Canadian scientists are worried that the huge sum of money committed by the federal government could mean cutbacks in other scientific commitments. Dr Kitching said his understanding was that the government was committing "new money" to the project. "Provided it's new money, it wouldn't be taking money from other present scientific endeavours."

Scientists are hopeful there'll be economic spinoffs as a result of work done at the centre. New medical diagnostic processes have been developed as a result of work conducted at the centre and other developments are expected in communications, pharmaceuticals, medical imaging and microchips.

Equity Census Day vital to development of employee equity plan

The Office of Human Rights (OHR) has organized Employment Equity Week on Campus, 7 to 11 October. Employment Equity Census Day, 9 October, is seen by OHR as the key event and the cornerstone for the development of an employment equity plan.

On behalf of the University, OHR will collect and maintain information which will help the administration know how many members of the four designated groups are employed by the University and which occupations they fill. (The groups are: aboriginal people, persons with disabilities, visible minorities and women.)

The University wants to determine whether or not the campus work force, that is, all continuing full-time and part-time employees, is currently representative of the designated groups. The development of an employment equity plan would follow.

"It's a massive undertaking because of the number of employees here," says Janet-Sue Hamilton, who is coordinating Equity Census Day.

The filling out of the census is voluntary. The form will ask each employee whether they consider themselves to be a member of one or more of the designated groups. Definitions of the four groups appear on the form. Should an employee not wish to participate in the census they are asked to indicate that in the space provided on the form.

Continued on page 6

Senate applauded for willingness to study student finances

The Senate's inquiries and planning committee has recommended to the executive that Senate establish a task force on the state of student finances, with particular attention to the relationship between students' financial resources and their financial needs.

The committee will be meeting soon to determine how it can come up with the resources to do a thorough job.

"I think we can do it; I think it's a timely subject," Chancellor Sandy Mactaggart said last week. "There is so much controversy over student financing," he said, noting that the Senate is seen by people as being largely impartial and interested in what is fair, what is possible and what is in the best interests of the University as a whole.

The Chancellor said that because of the diversity of people on the Senate, its reports are unbiased and examine all sides of a question. The big question mark, however, is how

the Senate—already limited in its ability to do things because of budget constraints—will find the resources to do the report. While the Senate has some money, it will be seeking other sources of internal and, perhaps, external funding.

Peter Miller, Dean of Student Services, who suggested to Senators earlier this year the possibility of forming such a task force, said, "We'll just have to put our heads together and decide where the money [to do the report] will come from."

The whole financial needs area needs to be examined, Dean Miller said. This sense of crisis is not just a provincial or national phenomenon, but a global one, he said, noting that loan schemes in the US and Europe are also being reviewed.

Continued on page 5



Mayor Jan Reimer presents civic honours to David Schindler, Killam Memorial Professor of Ecology. "Dr Schindler's long-time commitment to research on acid rain and the effects of phosphates in bodies of water is most impressive," Mayor Reimer said at the recent recognition event. "I am sure all Edmontonians join me in congratulating him on receiving this outstanding honour" [the Stockholm Water Prize, awarded to Dr Schindler 14 August].

LETTERS

CROATIAN RESEARCH INSTITUTIONS IN PERIL

I wish to bring to your attention the dramatic situation in Croatia. The Yugoslav army and air force have launched an attack on civilians. The aggression is escalating and I am afraid that in the days to come our research institutions will also be bombed from the air and destroyed by tanks. Yugoslavia is politically dead, and this war can only bring enormous casualties and massive destruction if it is not stopped.

A prompt international recognition of Croatia would let the generals and officers know that they fight for a lost cause. Therefore, I ask you to help us today by launching an appeal in the media in your country against aggression on Croatia. Also, I ask you to write a letter and/or make personal contacts to the ministers of science and education in your country so that they bring the case of the protection of science and education in Croatia on the government meeting and support the diplomatic recognition of Croatia.

Please point out that there is absolutely no time for slow diplomacy which usually expresses deep concerns and gives warnings. That period has elapsed and we need immediate action.

Marija Bonifacic
Head of the Radiation Chemistry Group
Ruder Boskovic Institute, Zagreb

DON'T FIGHT DISCRIMINATION WITH MORE DISCRIMINATION

The undersigned are part of a group of U of A professors who have been urging compliance with and retention of the University's current policy of equal opportunity in the academic hiring of men and women. *Folio* recently published a letter by eleven professors presenting themselves as having an opposing view. Lest anyone be misled by some of their statements, it is essential that we make our own position clear.

We are in total agreement with them in deploring any past or present discrimination on the basis of such irrelevant characteristics as sex and race, and any barriers (including economic) preventing some from becoming part of the University. We also firmly support the ideals of making all individuals feel equally welcome on campus, and of providing equal opportunity for all to become part of the University, which will result in broadening the demographic composition of the campus community and the faculty. Where we differ from our eleven colleagues is in what we maintain is required to best achieve these ideals. The way to fight discrimination is not with more discrimination.

We have many reasons for this view, which cannot all even be mentioned in this short space. They include rejection of the idea of seeing persons merely as representatives of a group, rather than as individuals with rights and dignity of their own.

Our reasons also include a desire to hire the best qualified people. This is not our sole reason, as their letter seemed to imply. Nor have we ever insinuated, as it charged flatly, that any recent University hires are "less than meritorious." But as a simple matter of logic, to whatever degree anyone uses criteria other than merit in hiring, one will hire persons he or she sees as being less meritorious than other candidates (NOT "less THAN meritorious").

This brings us to another of our major reasons: even when a member of a preferred group is by far the best candidate, under a policy of preferential hiring it is impossible for others—including the person hired—to know whether she or he was the best qualified. No one should have to be hired under a cloud of doubt like that. Indeed, many women who oppose preferential hiring—including those who signed this letter—do so on these grounds. Astonishingly, the eleven professors deal with that problem by "blaming the messenger"—blaming the effects of their policy on those who want to prevent such effects by opposing the policy.

Also incredible is the letter's flat assertion that failing to use gender as a criterion in academic hiring leaves "no room for the social and intellectual diversity necessary to achieve its goal of excellence." Such black-and-white thinking is unworthy of academics. Diversity of ideas is indeed an important factor in intellectual progress. (In fact, some of the undersigned have for years promoted courses in cultural anthropology as an antidote to Western chauvinism.) But even the moderate claim that group preferential hiring would achieve greater intellectual diversity, or achieve it faster, arguably rests on male and female stereotypes and/or other debatable assumptions.

Also disturbing is the fact that their letter was seriously ambiguous at crucial points. It repeatedly extolled "employment equity," even though that term is very unclear. It can mean anything from removing artificial barriers and making special efforts to encourage applications—which we endorse and which is the current U of A definition—to giving a wide range of degrees of weight to such features as gender and race in actual hiring.

The letter also accuses "some of our colleagues" of hoping "for a return to obsolete policies," without saying what the policies are:

that is just name-calling. But the suggestion is one of a general reactionary attitude. In fact, those opposed to preferential hiring represent a wide range of views from liberal to conservative. Furthermore, it is too easy to dismiss as "obsolete" attitudes which differ from one's own. The question which must be asked is whether the new trends represent progress. It has required many years of painful effort to achieve a society which accepts the ideal of equal opportunity for all persons, regardless of race, religion or sex; to abandon that ideal and return to discriminatory policies is the regressive step.

It is our position that, at least in academic employment, the arguments against group preference strongly outweigh those in its favour. We invite the signers of that letter, and all others concerned about these crucial issues, to lay aside the accusations and the obscure generalities and join us in a careful, detailed debate of those arguments. As responsible academics, we can do no less.

Robert Buck, Classics
Ferrel Christensen, Philosophy
Leon Craig, Political Science
Terry Elrod, Business
Duncan Fishwick, Classics
Edit Gombay, Statistics and Applied Probability
Ruth Gruhn, Anthropology
Karol Krotki, Sociology
Gerard Kysela, Educational Psychology
Cameron Mackenzie, Philosophy
Tom Powrie, Economics
Anne Putnam Rochet, Speech Pathology and Audiology
Robert Solomon, English

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Public Affairs produces *Folio* on a regular basis for the staff and other interested persons.

DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. Classified advertisements: 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements.

Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Thursday, eight days before desired publication date. Camera ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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Keyano College says colleges should deliver universities' first and second years

All freshman and sophomore university-level instruction should be taught in the province's community colleges, say Keyano College representatives.

In its brief to the University of Alberta Senate, which met in Fort McMurray 13 September, officials said colleges should not be given degree-granting status, but colleges could successfully prepare students for entry to the universities in third year, in all but the most specialized disciplines.

Students would benefit. They would be able to stay in their home communities for two years, "and many students may not require additional funding until it is necessary to transfer."

"We believe that the unique nature of the comprehensive community college, with its emphasis on teaching excellence, provides the best educational atmosphere for first and second

year university students," the Keyano brief stated.

"Only in very special circumstances where strong community need is demonstrated and the credibility of programs maintained, would we advocate off-campus delivery of undergraduate degrees. While seeking to provide the widest possible access to university education, we must be aware of the danger of degree devaluation.

"The costs of upgrading university transfer programs to two years and of developing graduate programs for off-campus delivery should be considerably less than those of creating and maintaining a new university or awarding colleges degree-granting status."

Students would benefit too, say Keyano officials. They would be able to stay in their home communities for two years, "and many students may not require additional funding until it is necessary to transfer."

The college identified a number of access/transfer issues it would like to see resolved. In presenting the college's concerns, President Doug MacCrae pointed out that the public is still concerned about the viability of transfer programs in the colleges. Senior University officials should publicly endorse these transfer programs and encourage students to begin

their university education in colleges, thus eliminating pressure on the universities, he outlined.

He said that it is difficult for Keyano staff members to earn doctoral degrees because of the residency requirements. The academic development of colleges would be enhanced if the residency requirements were more flexible. Dr MacCrae also pointed out that transfer students register after university students. We want equity in course selection, he said.

Keyano Students Association President Charlene Petroskey cited the example of a single mother of three, a university transfer student, who applied to the U of A in January. That Fort McMurray student didn't receive her acceptance until 20 August, she said, thus making it difficult to plan for housing and schooling needs.

Petroskey urged the U of A to consider satellite education. "There are several examples in Canada; Manitoba, Saskatchewan and UBC all have satellite education programs for distance learning. I think this would be the most cost-effective way of extending your campus."



University
of
Alberta

Honorary degree recipients include Raymond Lemieux

Former Alberta Judge Marjorie Bowker, Alberta Ballet founder Ruth Carse, Professor Emeritus of Chemistry Raymond Lemieux, and ATCO Chairman Ron Southern will be awarded honorary degrees at Fall Convocation in late November.

The Senate's Honorary Degrees Committee announced the recipients at Senate's meeting in Fort McMurray earlier this month.

Her Honor Marjorie Bowker is the author of *On Guard for Thee*, an independent analysis of the Canada-US free trade agreement. The book received international attention and provided a basis on which the public could formulate their own opinions on the controversial issue.

Her Honor also won acclaim for initiating the Family Court Conciliation Services, a Court which provides counselling for separating and divorcing couples. This Court was the first of its kind in Canada and was adopted by Courts elsewhere across the country, as well as by the Family Courts in Australia.

The role of invited speaker is one she has assumed many times, locally, nationally and internationally. Oftentimes the subject matter is child abuse, family law, or the survival of the family.

Born in Prince Edward Island, Her Honor was educated in Alberta and is an alumna of the University of Alberta.

Carse founded the Alberta Ballet in 1966 and served as its artistic director until 1975.

A native of Edmonton, she studied ballet in Toronto before enrolling in the American School of Ballet in New York. She returned to Canada in 1951 to audition for the newly formed Canadian School of Ballet. She was successful but left three months later, citing artistic differences. Further study was undertaken at a number of schools, including the

Royal Academy of Dancing in England and the School for Advanced Studies in Dance in Vienna, Stuttgart, Brussels and Budapest.

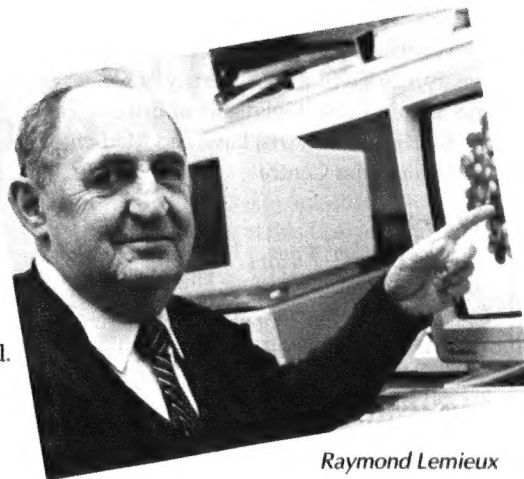
Carse was also the founder and artistic director of Dance Interlude, the Edmonton Ballet Company and the Alberta Ballet School. She has danced with professional companies (Radio City Music Hall Ballet, Toronto Symphony Promenades, Canadian Opera Performances) and has taught at several ballet schools in Edmonton, Banff and Toronto.

Carse has received the Queen's Jubilee Medal, the Sir Frederick Haultain Prize and the Canada Dance Award.

The techniques that Raymond Lemieux pioneered may have applications for the treatment of cancer and AIDS.

ATCO, with Southern in charge, grew from a small Alberta company into a worldwide organization of energy and resource-related companies. Southern's holding company is also involved in such diverse activities as the management and operation of North America's new North Warning System. He and his wife, Margaret, co-chair Spruce Meadows, the show jumping venue that hosts the world's largest equestrian event, the Master's Horse Show.

In 1990, Southern was appointed a Member of the Order of the British Empire in the Queen's New Year Honours List and received the International Distinguished Entrepreneur Award from the University of Manitoba's Faculty of Management.



Raymond Lemieux

A graduate of the University of Alberta, he is a Member of the Order of Canada (1986).

Dr Lemieux rose to prominence in 1953 when he achieved the first total synthesis of sucrose. He is credited with transforming the field of carbohydrate chemistry into a rigorous and productive science, and has contributed fundamental advances to organic chemistry and the related fields of medicine, biology and theoretical and physical chemistry.

More recently, Dr Lemieux's research in breaking down and synthesizing blood types has led to the commercial manufacture of products to control organ transplant rejection. The techniques that he pioneered may have applications for the treatment of cancer and AIDS.

After graduating from the U of A and then earning his PhD at McGill University, Dr Lemieux joined the U of A's Department of Chemistry. The year was 1961. Besides his scientific work, Dr Lemieux was a central figure in the founding of three biotechnology companies; he also helped start western Canada's biotechnology industry.

In January 1991, the Natural Sciences and Engineering Research Council named Dr Lemieux the recipient of its first Canada Gold Medal for Science and Engineering.



Robin Basker is hopeful Leeds and U of A dentists will work collaboratively on research.

The former Dean of the University of Leeds' School of Dentistry, who now chairs the Board of the Faculty of Medicine, is hopeful the links between his university and the University of Alberta's Faculty of Dentistry can be strengthened.

Robin Basker, one of Britain's foremost restorative dentists, was invited here by Johan Wolfaardt (Restorative Dentistry). He says his visit has been an opportunity to "see how things tick here, and I've got a number of helpful things I can take back to incorporate in our teaching program.

Leeds official hopeful dentistry links with U of A will be strengthened

"The big thing is that if one can get an exchange going between staff, then it helps to break down barriers," he said. "Often there are assumptions that something is going on in a particular country and those assumptions arise through sheer ignorance." Dr Basker believes that student exchanges would also be helpful.

Dr Wolfaardt, Chair of the Division of Removable Prosthodontics, Department of Restorative Dentistry, said, "We have a great drive on in the Faculty to try and foster more research, build a better international profile and be a little more outward looking in our activities." It was, therefore, natural that Dr Basker should be invited.

Dr Basker said there could be some very useful collaborative research done in the area of removable prosthodontics, because the scene here differs from that in the UK. "In the end these projects would be beneficial in terms of the quality of care for people who wear complete or partial dentures."

Dr Basker, who lectured to students while here last week, has noted some differences in the two systems. In the UK, medicine and dentistry are much more closely allied; schools of dentistry in the UK have two sources of funding—the Department of Health and their respective universities; a dental undergraduate education in the UK

takes longer to obtain; there is a greater reliance on part-time staff in Canada; and capital equipment needs are better supported in the UK because of clinical obligations.

Dr Basker also explained that a vocational training scheme, funded by the Department of Health, means new graduates work in regular

"We have a great drive on in the Faculty to try and foster more research, build a better international profile and be a little more outward looking in our activities."

Dr Wolfaardt

practices for one year, where they receive additional training. Once a week, the trainee goes to tutorials with other regional trainees.

"We have nothing like that here," said Dr Wolfaardt. "Our students go into practice immediately. They are in a building where everything is being checked and if they have a problem, there's always someone they can ask. Suddenly, within 24 hours, they're cut adrift and they're on their own," expected to provide the full spectrum of dental services.

CURRENTS

GENERAL FACULTIES COUNCIL MEETING

GFC's next meeting is scheduled for Monday, 30 September, at 2 pm in the University Hall Council Chamber.

- 1) Approval of the Agenda
- 2) Approval of the Minutes of 24 June 1991
- 3) Question Period
- 4) Oral Report from the President
- 5) New Members of GFC 1991-92

Reports

- 6) Executive Committee Reports
 - 6.1 Oral Report
 - 6.2 Summary Minutes of 14 June 1991
 - 6.3 Summary Minutes of 23 September 1991
- 7) Reports of the Board of Governors
 - 7.1 Report of 5 July 1991
 - 7.2 Report of 6 September 1991
- 8) Reports of the Nominating Committee
 - 8.1 Oral Report
 - 8.2 Written Report
- 9) Report of the GFC Academic Development Committee (ADC)
- 10) Report of the GFC Facilities Development Committee (FDC)
- 11) Report of the GFC Planning and Priorities Committee (PPC)

New Business

- 12) Strategic Planning: General Discussion
- 13) Other Business

COMPUTING SCIENCE CAREER FORUM

Career and Placement Services is sponsoring a Computing Science Career Forum, 2 October, 6 to 9 pm, in L-1 Humanities Centre. Tickets are \$3 and are being sold in advance at CaPS, fourth floor, SUB.

On 9 October, CaPS will hold its Education Career Fair in Dinwoodie Lounge. The event goes from 9:30 am to 5 pm.

STUDY LEAVE

Full-time faculty are reminded that, in accordance with the Faculty Agreement, applications for 1992-93 study leave should be submitted, through Department Chairs to Deans, no later than 15 October 1991. Application forms are available in Faculty offices or from the Office of the Associate Vice-President (Academic Administration), telephone 492-1917.

PROFESSIONAL DEVELOPMENT FOR APOs - INFORMATION SESSIONS ('TOM PETERS LIVE!')

As announced in APOutlook, the six audiocassettes by Tom Peters, author of the best-sellers *In Search of Excellence* and *Thriving on Chaos*, have arrived and a series of lunch-hour brown-bagger sessions has been arranged. Each tape is 40 to 50 minutes long and will be followed by a 20-minute discussion period.

All sessions will be held from noon to 1:15 pm in 3-17 University Hall. The dates and discussion leaders are: 4 October, Allan Mah; 21 October, Mark Henderson; 5 November, Lorraine Strafford; 20 November, Bob Jackson; 5 December, Cheryl Luchkow; 13 December, Audrey Bell-Hiller.

There is no registration fee. Early action is advised as registrations will be limited to 12 people for each session. Telephone Judith Abbott at 492-2796.

RING FOUND

A ladies' gold and diamond ring has been found in the washroom of University Hall. Please contact Marilyn McCormack at 492-4974.

TALKS

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

30 September, 4 pm

William G Thilly, Center for Environmental Health Services, Massachusetts Institute of Technology, "Mutational Spectrometry: Application in Basic Genetics and Human Epidemiology." Presented by Genetics. CW-410 Biological Sciences Centre.

ART AND DESIGN

3 October, 5 pm

Mark Cheetham, visiting art historian, "Troping the Sublime: The Desire for Theory in Current Art and Art History." 2-20 Fine Arts Building.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

27 September, 7:30 pm

David Marples, "Ukraine After the Coup: Toward Independence or a Revised Union?" Heritage Lounge, Athabasca Hall.

CANADIAN MEDITERRANEAN INSTITUTE

10 October, 7:30 pm

Earle Waugh, "Whirling With the Der-vishes." Archives Room, Provincial Museum.

CHEMICAL ENGINEERING

3 October, 3 pm

GT Kokotailo, Department of Chemical Engineering, University of Pennsylvania, "Zeolite Catalysts and Sorbents." 342 Chemical-Mineral Engineering Building.

CHEMISTRY - BOOMER LECTURES

30 September, 11 am

Malcolm Green, professor, Inorganic Chemistry, University of Oxford, "Metal-Hydrogen-Carbon Bonds." V-107 Physics Building.

1 October, 11 am

Professor Green, "Studies in Organometallic Solid State Chemistry." V-107 Physics Building.

2 October, 11 am

Professor Green, "New Organometallic Chemistry of the Early Transition Metals." V-107 Physics Building.

3 October, 11 am

Professor Green, "Studies in Methane Conversion Chemistry." V-107 Physics Building.

CLOTHING AND TEXTILES

3 October, 1 pm

Carla Costuras, "Fibre as Contemporary Art Media and Sources." 131 Home Economics Building.

10 October, 1 pm

Bridget Elliott, "Patching the Canon: The Art and Craft of Quilting." 131 Home Economics Building.

COMPUTING SCIENCE

27 September, 2 pm

Marina E Iofinova, Institute for System Studies, Academy of Sciences, Moscow, "A Tractable Criterion of Database Schema Equivalence." 619 General Services Building.

2 October, 10 am

Alexander D Astakhov, Institute for System Studies, Academy of Sciences, Moscow, "Reusable Software." 619 General Services Building.

EDUCATION

27 September, 2 pm

T Aoki, former chairman, Department of Secondary Education, "Fifty Years and Beyond in Curriculum Studies." Wine and cheese reception to follow. 10th Floor, Education South.

EMPLOYMENT EQUITY

5 October, 9:30 am to 3:30 pm

Workshop on Employment Equity Policies at Canadian Universities. Speakers: MayAnn Francis, Dalhousie University; Pamela Milne,

University of Windsor; Gill Tieman, York University; Carole Clark, University of Calgary; and Sharon Kahn, University of British Columbia. Sponsors: Arts, Law, and Medicine. L-1 Humanities Centre.

ENGLISH

27 September, 4 pm

John Baxter, Dalhousie University, "Much Ado About Nothing: Practice and Praxis." 5-20 Humanities Centre.

7 October, 4 pm

RP Knowles, Department of Drama, Guelph University, "Speaking the Verse: Robin Phillips Directs Shakespeare." 5-20 Humanities Centre.

8 October, 3:30 pm

Sheila Watson Reading Series. Canadian novelist Margaret Sweatman reads from her work. L-3 Humanities Centre.

10 October, 3:30 pm

Peter Rudnytsky, Department of English, University of Tulsa, "Freud's Pompeian Fantasy: On Jensen's Gradiva and Freud's Analysis of It." 5-20 Humanities Centre.

ENTOMOLOGY

1 October, 4 pm

Nils Moller Andersen, Zoological Museum, University of Copenhagen, Denmark, "Integrating Studies of Phylogeny, Ecology and Behaviour." TBW-1 Tory Breezeway.

10 October, 4 pm

Tom Baker, Department of Entomology, University of California, Riverside, California, "Moth Olfaction: What Has Been Learned From a Neuroethological Approach." TBW-1 Tory Breezeway.

ENVIRONMENTALLY RELATED SEMINARS AND EVENTS

If you wish to have an environmentally related event listed under this section, please contact: The Environmental Research and Studies Centre, 492-6659.

Chemical Engineering

10 October, 3:30 pm

James Wei, 1991 ICI Canada Inc Distinguished Visiting Lecturer, "Global Environment Changes and Chemical Engineering." 344 Chemical-Mineral Engineering Building.

Ecology Seminar Series

11 October, noon

Curt Strobeck, "Genetic Relationships Between Wood and Plains Bison: Are They 'Good' Subspecies?" G-208 Biological Sciences Centre.

Entomology

1 October, 4 pm

Nils Moller Andersen, Zoological Museum, University of Copenhagen, Denmark, "Integrating Studies of Phylogeny, Ecology, and Behaviour." TBW-1 Tory Breezeway.

Health Services Administration and Community Medicine

2 October, noon

Steve Hrudey, "Cyanobacterial Toxins in Drinking Water Supplies." 13th Floor Classroom, Clinical Sciences Building.

9 October, noon

James Howell, MOH, Edmonton Board of Health, "Healthy Edmonton 2000—Health Goals for the City." 13th Floor Classroom, Clinical Sciences Building.

Limnology and Fisheries

Discussion Group

3 October, 12:30 pm

Patricia Chambers, National Hydrology Research Institute, "Impact of Water Flow on the Chemistry of River Beds and Aquatic Weed Growth." M-149 Biological Sciences Centre.

10 October, 12:30 pm

Kelly Field, "Bottom-up Effects of Zooplankton Community Ecology: Dissolved Oxygen and Zooplankton Distribution

and Abundance." M-149 Biological Sciences Centre.

Rural Economy

30 September, 3:15 pm

Elwin Smith, conservation economist, Alberta Agriculture, "The Economics of Soil Erosion." 511 General Services Building.

Soil Science

3 October, 12:30 pm

Jim Lore and Elizabeth McNaughton, Jim Lore and Associates, "Baseline Forage Quality in the Sundre Area and Forage Nutrient Quality Following Amendment with CuSO₄ and ZnSO₄." 2-36 Earth Sciences Building.

8 October, 12:30 pm

Robert F Keefer, Division of Plant and Soil Sciences, West Virginia University, "Molybdenum in Fly Ash-Amended Acid Mine Spoils." 2-36 Earth Sciences Building.

Zoology

27 September, 3:30 pm

Roger Tatchell, Food and Agriculture Organization, United Nations, "The Biology of Livestock Tick and Tickborne Disease Control in Africa." M-149 Biological Sciences Centre.

4 October, 3:30 pm

SJ O'Brien, Laboratory of Viral Carcinogenesis, "A Role of Molecular Genetics in Conservation of Endangered Species: Lessons From the Great Cats." M-149 Biological Sciences Centre.

FAMILY STUDIES

10 October, 12:30 pm

Laurie Wilson-Larsen, "Farm Women's Experience of Work." 3-57 Assiniboia Hall.

HEALTH LAW INSTITUTE

30 September, 7:30 pm

Ian Kennedy, executive director, Centre of Medical Law and Ethics, King's College, University of London, "The Legal and Moral Status of the Embryo." 231/237 Law Centre.

HISTORY

4 October, 3:30 pm

Jan Vansina, Department of History, University of Wisconsin-Madison, "Undocumented Ages in the Historian's Workshop." 2-58 Tory Building.

5 October, 3 pm

Professor Vansina, "The Lively Past of Central Africa, and Our Notions of Progress, Evolution and Development." 1-06 Business Building.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

3 October, 12:30 pm

Patricia Chambers, National Hydrology Research Institute, "Impact of Water Flow on the Chemistry of River Beds and Aquatic Weed Growth." M-149 Biological Sciences Centre.

10 October, 12:30 pm

Kelly Field, "Bottom-up Effects of Zooplankton Community Ecology: Dissolved Oxygen and Zooplankton Distribution and Abundance." M-149 Biological Sciences Centre.

MUSIC

27 September, noon

Bruno Netti, professor of ethnomusicology, University of Illinois, Urbana, "Ethnomusicology, Music and Community." 2-34 Fine Arts Building.

30 September, 7:30 pm

Dr Netti, "The Western Impact on World Music." L-3 Humanities Centre.

1 October, 2 pm

Dr Netti, "Music of Iran, Part III." 2-32 Fine Arts Building.

2 October, 3 pm

Dr Netti, "Ethnography in the School of Music." 2-32 Fine Arts Building.

3 October, 2 pm

Dr Netti, "Music of Iran, Part IV." 2-32 Fine Arts Building.

PHILOSOPHY

27 September, 3:30 pm

H Kyburg, University of Rochester, "Probability of Cognition." 4-29 Humanities Centre.

1 October, 3:30 pm

William Lyons, Trinity College, Dublin, "The Return to Representation." 4-29 Humanities Centre.

8 October, 3:30 pm

K Strike, Cornell University, "Liberalism and Ethical Pluralism." 4-29 Humanities Centre.

RESEARCH SEMINARS IN EARLY WOMEN

30 September, noon

Carola Small, "Women in the Financial Accounts of the 14th Century" (brown bag discussion.) 5-20 Humanities Centre.

ROMANCE LANGUAGES

28 September, 8 pm

From the "Festival d'Avignon", *Enfer et illuminations* (in celebration of Arthur Rimbaud's centennial), interpreted by Miche de Maulne, director of the "Maison de la Poésie" in Paris. Cosponsors: Faculté Saint-Jean, Alliance Française and "Services Culturels Français." Auditorium, Faculté Saint-Jean.

RURAL ECONOMY

30 September, 3:15 pm

Elwin Smith, conservation economist, Alberta Agriculture, "The Title of Soil Erosion." 511 General Services Building.

SLAVIC AND EAST EUROPEAN STUDIES

30 September, 3 pm

A Hornjatkevyc, "The New Ukrainian Orthography." 436 Arts Building.

7 October, 3 pm

Vasyl' Skrypka, Kryvyi Rih Pedagogical Institute, "Narodna Pisnia i Suspil'na Svidomist' ("The Folk Song and Social Awareness"). Lecture will be presented in Ukrainian. 141 Arts Building.

SOIL SCIENCE

3 October, 12:30 pm

Jim Lore and Elizabeth McNaughton, Jim Lore and Associates, Agriculture and Environment Consultants, "Baseline Forage Quality in the Sundre Area and Forage Nutrient Quality Following Amendment with CuSO₄ and ZnSO₄." 2-36 Earth Sciences Building.

8 October, 12:30 pm

Robert F Keefer, Division of Plant and Soil Sciences, West Virginia University, "Molybdenum in Fly Ash-Amended Acid Mine Spoils." 2-36 Earth Sciences Building.

WOMEN'S STUDIES PROGRAM

10 October, 3:30 pm

Susan Hamilton, "Anti-Vivisection in 19th Century British Feminism." Senate Chamber, Arts Building.

ZOOLOGY

27 September, 3:30 pm

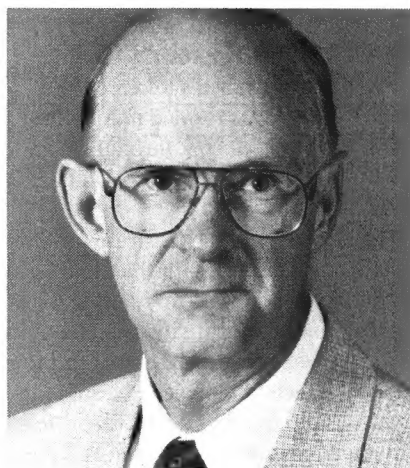
Roger Tatchell, Food and Agriculture Organization, United Nations, "The Biology of Livestock Tick and Tickborne Disease Control in Africa." M-149 Biological Sciences Centre.

4 October, 3:30 pm

SJ O'Brien, Laboratory of Viral Carcinogenesis, National Cancer Institute, Frederick Cancer Research and Development Center, "A Role for Molecular Genetics in Conservation of Endangered Species: Lessons from the Great Cats." M-149 Biological Sciences Centre.

'We have to make students the number 1 priority' —Vice-President McDonald

At the beginning of September, John McDonald, Professor of Physics and former Dean of the Faculty of Science, started a five-year appointment as the University's Vice-President (Academic). Folio met with Dr McDonald recently and engaged him in the following question and answer session.



John McDonald

FOLIO: What prompted you to seek the vice-presidency?

DR McDONALD: This University is a fine university. I wasn't seeking the vice-presidency but when I was asked, I knew I had to consider it. I had some other choices—more research and going back to the classroom, both of which I like very much—but the opportunity to share in the challenge of shaping a major university's future is a challenge I had to accept.

FOLIO: You've been on the job only a short time, but can you comment on the transition from Dean of Science to senior Vice-President?

DR McDONALD: It's a major transition. I knew I would have a lot to learn but there's even more than I expected. Colleagues in Science taught me well, administratively speaking, and that's helpful. There's a good group of people on this floor [third floor, University Hall] and I'm honoured to be working with them.

FOLIO: What are the issues/areas that will occupy you the most? What priorities have you set?

DR McDONALD: There is, of course, the issue of making choices, that is, selective cuts and restructuring. An even more fundamental issue, I think, is how the University can focus its attention and energies on the needs of students and clients and society. I think we have to make students the number 1 priority. They're the primary reason we're here and for the most part, we do an outstanding job with them but not always. In addition, we don't do enough in the way of demonstrating to them and to the community that they are a priority and I think that has to change.

There's also a problem concerning how the University is perceived by clients. The University grew large quite rapidly and I don't think we've made all the adjustments we need to make to keep our focus on the individual student. If they [students] feel the University is difficult and bureaucratic we have to pay attention to that. In addition to giving them a fine education, we have to treat them like the special people that they are. This focus on students may sound strange coming from someone with a research background but if we want support from all levels of society we have to place top priority on looking after our students. If we show society and governments that we're doing that, we'll be better supported in all our activities.

FOLIO: You've supported the necessary evil that is selective cuts. Can you assess last spring's restructuring process? Might the administration formulate further proposals for restructuring this year?

DR McDONALD: I have been supportive of selective cuts and continue to believe that we must make difficult choices. Virtually all of the processes for change we have used at the University were designed for additions and enhancements. There was rarely anything that pertained to cutting. Last spring's process was a very significant event in the life of the University. We had to go through the pain of cutting some programs simply because we can't do everything. While I was a member of Deans' Council most of my colleagues said repeatedly that across-the-board cuts would do serious harm to the institution. And most of us felt that some selectivity in budget reductions had to occur. The process that was used last spring

was certainly not perfect and there have been some criticisms of it. But on the whole, and considering this was the first time such a thing was done, it went as well as could be expected.

I'm chairing a committee on restructuring. I met with the committee once last summer as a guest and I'm looking forward to meeting with the group again. It will continue to look at some units of the University to see if more restructuring makes sense and it will focus first on those units noted in the document "Maintaining Excellence and Accessibility in an Environment of Budgetary Restraint." The committee may want to look at other areas as well.

Will there be further cuts? I don't know.

FOLIO: How would you respond to the charge that, slowly but surely, the University is becoming elitist?

DR McDONALD: I'm not sure what that means. The long-term trend is more, not fewer people are getting a university education. We do have to focus our attention on providing a first-class education for those students that we accept. I don't know of anyone at the University who wants to keep people out who are qualified to get a university education. We don't have control of most of our revenues and we have a responsibility to provide a quality education. Unfortunately, that's not possible if access is unlimited.

FOLIO: Debate on the teaching and research functions continues. Are they equally important? The University, through the Committee for the Improvement of Teaching and Learning and University Teaching Services, is giving a great deal of attention to teaching but virtually all of its offerings are on a voluntary basis. It was suggested at a Senate meeting last year that there should be mandatory courses, perhaps given by CITL, for professors who have teaching problems. What are your thoughts on this suggestion?

DR McDONALD: Both are essential. Without the kind of first-class research we have going on here we won't be taken seriously by the academic community nor by our students. Quality teaching is equally vital to our operation. I don't think mandatory CITL courses are the way to deal with the problem. Attitudes can make more of a difference than anything else. I would like to encourage the kind of attitude that ensures teaching remains a top priority.

We also have to understand and respond to the needs of our students. Often, those who come to the University of Alberta aren't certain of what they want to do and are not aware of the rich range of possible options. We can do a better job of helping them find out just what it is that they want to do. Let me give an example.

This spring, the University gave an honorary degree to a former student from Medicine Hat. His name is Richard Taylor and he is the first graduate of a Canadian university to win a

Nobel Prize in Physics. He says that he was lucky to be a graduate of this University and that it was here at the U of A that he learned that experimental physics was exciting. I want all of our graduates to find that their future options are richer for having come here.

FOLIO: How do you feel about the possible establishment of a trimester system? What are the advantages and disadvantages of such a system?

DR McDONALD: We need to take a hard look at it. I've really not had time to consider all the implications. I do know that additional resources would be required and it will be necessary to weigh carefully the costs and benefits of such a change.

FOLIO: Has the Library's financial situation improved at all?

DR McDONALD: Library costs have been rising much faster than inflation and the University's budget has not been keeping up with inflationary pressures. We have a difficulty that can't be solved by saying 'Put a larger proportion of the University's budget into the Library every year.'

It's clear we've got to look for new ways to have a first-class Library within the limits imposed by our resources.

FOLIO: Can your office assume a role in the matter of soliciting more money from nontraditional sources? If so, what is that role?

DR McDONALD: I don't see us being involved in a direct way. If the academic part of the University pays attention to providing a first-rate education to students then ultimately that will make the fundraising aspect easier.

FOLIO: Is there hope that the programs proposed by the University some time ago will receive government funding?

DR McDONALD: A number of programs were submitted to government, some as early as 1982, which have not been funded, and we're looking at the list and sorting out the priorities. With respect to the MEd in Adult and Higher Education and the BSc in Cell Biotechnology programs, we've been able to do something on a small scale through our own resources. Three programs in Nursing, including a PhD program, have received government approval. The joint BEd degree program involving Grande Prairie Regional College is being actively considered. The Hotel and Restaurant Management program and the Agricultural Business Management program are also under review.

FOLIO: You've been on campus since 1965 and have witnessed many changes and initiatives. Which ones stand out and why?

DR McDONALD: The big change that sticks in my mind is the shift from a very expansionary era in the sixties to one of budget constraints in the eighties. It's always easier to be on the upslope than the downslope. In spite of all our difficulties, we still have staff and facilities that are the envy of most universities in Canada and elsewhere.

FOLIO: Will you be able to maintain ties with the Faculty of Science and TRIUMF (Tri-University Meson Facility in Vancouver)?

DR McDONALD: I hope so. I'm still involved in a small way in some research activities and hope to continue to have a modest level of involvement with graduate students and with research. I'm on TRIUMF's Board of Directors and I chair the Natural Sciences and Engineering Research Council's Grants Committee for Subatomic Physics. These activities will help me stay in touch with my discipline, at least in the immediate future.

Senate Continued from page 1

Three primary factors need to be considered, the Dean said. First, the character of the University population has changed and rendered our assumptions irrelevant. "We don't have a typical student." Second, there's a new set of financial rules students have to cope with. Dean Miller drew attention to the remarkably long list of fees contemporary students face, and pointed out that the cost of textbooks alone has escalated enormously.

Third, comparatively, there's been a shrinkage of actual resources, he said. "The loan scheme simply hasn't kept up," he said, adding that internally virtually all the money the University distributes to students is on the basis of merit. The U of A is unlike its counterparts, such as McGill, UBC, Toronto, Queen's and Western Ontario, which all have scholarship to bursary ratios of roughly three to one.

Dean Miller said, "If we're going to do a thorough review, we need to look at the use of current resources in this area." Furthermore, he said, the question of efficiency also has to be examined. How long is it taking students to complete their degrees? "It may be more effective to get students into and out of the system more quickly than we're doing now."

Graduate Students' Association President Ken Ross agreed with Dean Miller's point that there is a real absence of hard data. "I don't think we have a clear enough picture," said Ross. Clearly, not all students are experiencing financial hardships, he said, but there are definitely people who are being denied access to a university education because of their inability to come up with the money. "We've said all along that [potential] students are being excluded on the basis of need."

Ross said some of the other issues that will have to be examined are: the debt loads students carry; the drop in value of tutorial assistantships; the impact of tuition fees; the financial disposition of students; international students' ability to earn money while in Canada; and the need for graduate students to work during the summers. "There's no question that if the financial situation were improved, graduate students would get through the system quicker."

Becky Lore, financial information coordinator for the Financial Aid and Information Centre, pointed out that students are having a more difficult time securing well-paying jobs for the whole summer. She said the task force should examine all groups within the student body, including native students, single parents, married couples, and international students.

Students' Union President Marc Dumouchel said he was pleased with the Senate initiative. "They've got their work cut out for them," he said, noting the number of issues involved in doing such a task force study. He added that the task force's mandate should be broad enough to include examples of what other countries are doing in these areas.

"Financial accessibility is becoming an increasingly important issue," he said. More and more students are going into debt to finance their education.

RECEPTION FOR PETER MEEKISON

Members of the University community are cordially invited to a reception on 8 October, 3 to 6 pm, Banquet Room, Lister Hall, in honour of Peter and Patti Meekison.

A Bursary Fund for Needy Students has been established in honour of the Meekisons, and those wishing to mark the occasion with a gift for Peter and Patti are invited to send contributions to the Development Office, 450 Athabasca Hall. Cheques may be made payable to the University of Alberta and designated for the Peter and Patti Meekison Bursary Fund.

EVENTS

EXHIBITIONS

CLOTHING AND TEXTILES

Until 1 November

"Textileworking"—an exhibition on the production of fabric, its decoration, and its construction into garments. Basement, Home Economics Building.

FAB GALLERY

Until 29 September

"Lasting Impressions"—a special fundraising exhibition of folio prints by faculty and students in the Division of Printmaking of the Department of Art and Design.

Until 29 September

"Selections From the Print Study Room"—a special exhibition of selected prints from the University's internationally renowned print collection. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday and statutory holidays, closed. 1-1 Fine Arts Building.



Van Rijn Rembrandt, Dutch (1606-1669), *Old Man with a Divided Fur Cap*, 1640, etching with dry point, from the University of Alberta's Permanent Collection, on display at FAB Gallery. Selections from the Print Study Room, until 29 September.

MCMULLEN GALLERY

Until 31 October

"Window to the Future, '91"—a juried exhibition of the work of emerging Alberta artists. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

Equity

Continued from page 1

OHR worked with University Computing Systems and Personnel Services to devise a secure records system that only the Office of Human Rights can access, Hamilton says. All information will be recorded on a personal computer in the Office of Human Rights in code. Individual records will be entered and analyzed only by number; names will never be used.

Hamilton takes pains to reinforce the following statement that appears in the Employment Equity Census Day brochure: "The census results will be used for employment equity purposes only and will be kept entirely separate from your personnel file." She also points out that the census is "not a one-shot deal. Every time someone is reclassified or someone leaves and someone else arrives the data will be updated." The census will allow the University to monitor the changes

FILM

MYER HOROWITZ THEATRE

28 September, 8 pm

"The Doors." SUB.

29 September, 8 pm

"The Silence of the Lambs." SUB.

MUSIC

EDMONTON CHAMBER MUSIC SOCIETY

9 October, 8 pm

"Borodin Trio." Season and single tickets available from The Gramophone, 10020 101A Street, 428-2356. Information: 433-4532. Myer Horowitz Theatre, SUB.

DEPARTMENT OF MUSIC

5 October, 8 pm

Encounters I—program will include selections by Mozart, Archer, Fisher, and Brahms. Convocation Hall, Arts Building.

SPORTS

FIELD HOCKEY

28 and 29 September

Pandas—Invitational Tournament

5 and 6 October

Pandas—Tournament #2

FOOTBALL

28 September, 7 pm

Bears vs Saskatchewan

5 October, 7 pm

Bears vs British Columbia

HOCKEY

27 to 29 September

Bears—Molson Invitational

SOCCER

4 October, 4 pm

Bears vs British Columbia

4 October, 4 pm

Pandas vs British Columbia

5 October, 2 pm

Bears vs Victoria

VOLLEYBALL

27 and 28 September

Pandas—High School Tournament

4 and 5 October

Bears—High School Tournament

Call 492-BEAR/492-2327 or the "Talking Yellow Pages" at 493-9000, code 3250, for more information.

in the representation of designated groups within the work force over time.

"It is important to have everybody dealing with the same knowledge base," Hamilton says.

The results of Employment Equity Census Day will be announced in November. Hamilton says, "Our commitment is that the information will be released to the University community as a whole."

EMPLOYMENT EQUITY INSERT COMING

The 4 October issue of *Folio* will contain an insert devoted to Employment Equity Week on campus, 7 to 11 October. The four-page insert has been prepared by the University's Office of Human Rights.

The key element of Employment Equity Week is Employment Equity Census Day, 9 October.

AWARD OPPORTUNITIES

MUTTART DIABETES RESEARCH AND TRAINING CENTRE ACCEPTING 1992 PILOT PROJECT RESEARCH PROPOSALS

The Muttart Diabetes Research and Training Centre was formed in June 1981 at the University of Alberta, through an endowment by the Gladys and Merrill Muttart Foundation.

The objectives of the Centre are to provide core laboratory facilities for the Centre's investigators; to provide start-up funding for pilot research projects; to train investigators interested in diabetes-related research; and to encourage interaction between investigators of the various disciplines and health professionals involved in diabetes research and the care of diabetic patients.

In keeping with these objectives, the Centre is now accepting diabetes-related pilot

project proposals. Applicants must have an academic appointment in any Faculty (Medicine or other) at the U of A. If the applicant is not a member of the Muttart Diabetes Research and Training Centre, he/she must be sponsored by a member. This stipulation is intended to adhere to the objectives and mission of the MDRTC, which includes attracting into diabetes research those excellent scientists whose expertise can enhance the research accomplishments of the MDRTC.

Regulations governing pilot project research grants and application forms may be obtained by contacting: Mrs Brenda Bohne, Administrative Assistant, 458 Heritage Medical Research Centre CW. Telephone 492-6855.

The deadline for submission of applications is 15 October 1991.

ETHNOMUSICOLOGIST TO GIVE PUBLIC LECTURE

Bruno Nettl is visiting the Department of Music until 3 October under the auspices of the Endowment Fund for the Future's Distinguished Visitors Program.

The department is doubly pleased to host Professor Nettl in that a sudden illness prevented him from visiting during October of last year.

Professor Nettl, who arrived 23 September, is an ethnomusicologist from the University of Illinois, Urbana-Champaign. His main research interests are ethnomusicological theory and method, North American Indian music, and music of the Middle East, especially Iran. He has done field work with the Blackfoot people of Montana, as well as in Iran, Israel, and India.

On 30 September, Professor Nettl will give a public lecture on "The Western Impact on World Music." He will speak in L-3 Humanities Centre.

Professor Nettl's schedule (see "Talks", page 4) also contains a lecture mini-series dealing with "The Music of Iran", two department lectures, an interdisciplinary colloquium ("Ethnomusicology, Music and Community") and a seminar entitled "Important Concepts in Blackfoot Thinking about Music." For the interdisciplinary colloquium, Professor Nettl will be joined by Michael Asch (Anthropology), ethnomusicologist Regula Qureshi, composer Alfred Fisher, Ukrainian folklore specialist Andriy Nahachewsky, and musicologist and Chair of the Department of Music, Wes Berg.

'Green kit' another step towards environmentally friendly campus Disposables are out, green kits are in

Housing and Food Services has just introduced an environmentally friendly eating kit which will allow students and staff to eat at Lister Hall without using disposables.

The kit includes a plastic cup, bowl, cutlery and four separate eating compartments on a tray. Every student in Lister Hall will receive a kit, an action that, it's hoped, will considerably reduce the use of disposables in the dining room. A limited number of kits will also go on sale.

"The Department of Housing and Food Services has actively been involved with energy efficiency and environmental issues for many years and last year introduced the

'Have a Heart for the Environment' program in our food services outlets," General Manager of Catering and Conference Services, Doug Dawson, says.

"The purchase of green kits is one more step toward what we hope will be a more environmentally friendly campus."

The self-contained eating container was developed by Trayco Research Inc, an Ontario company started by students for the specific purpose of targeting the food service clientele on Canadian campuses. Marketing research was done at the Universities of Guelph, York, Laurier and Waterloo.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC

NATIVE STUDENT ADVISOR

Native Student Services' mandate is to provide support services for approximately 200 native students on campus and to provide information in regards to University education to the native communities. The setting is

one in which the values of native culture are respected and understood.

Your challenge: Reporting to the Director of Native Student Services, you will assist students to adjust and succeed in university life. Your primary responsibilities will include:

- planning and delivering advisory and counselling services to students presently enrolled;
- preadmission counselling to prospective students;
- developing and administering the orientation program;
- providing a referral to other services;
- collecting and analyzing data in regard to the native population on campus.

You also work closely with all facilities on campus in order to be an advocate for native students' concerns and aspirations.

Your close contact with the native community connects students to the wisdom and support of elders.

Your credentials: You have at least a bachelor's degree from a recognized university in the humanities or social sciences. You have at least three years of experience in advising and counselling native students in a postsecondary setting. You demonstrate effective interpersonal and cross-cultural communication skills. You function as a team member, ready to take on new tasks as they develop. You have worked in or for the native community and preferably speak a native language. Salary, commensurate with qualifications and experience, minimally \$30,330. Preferred start date 1 November 1991.

Please send your *curriculum vitae* and the names of three referees by 4 October 1991 to: Claire Beaulieu, Secretary, Native Student Services, 124 Athabasca Hall, University of Alberta, Edmonton, Alberta T6H 2E8.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 20 September 1991. For a more up-to-date listing, please consult the weekly *Employment Opportunities Bulletin* and/or the postings in PSSR.

Positions available as of 20 September 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

Applications for regular operating budget funded University positions (both full-time and part-time) are initially restricted to current bargaining unit employees. This is due to the current hiring freeze. Applications may be accepted from external applicants for some positions after internal staffing has been explored.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

FINANCIAL RECORDS CLERK (Grade 4) (Part-Time/Recurring Term), Office of the Comptroller (Fees), (\$1,400 - \$1,725) (prorated)

SENIOR FINANCIAL RECORDS CLERK (Grade 4), Office of the Comptroller (Fees), (\$1,633 - \$2,013)

CLERK STENO (Grade 4), Educational Administration, (\$1,633 - \$2,013)

SECRETARY (Grade 5) (Half-Time), Faculty of Business (Undergraduate Program), (\$892 - \$1,105) (prorated)

SECRETARY (RECRUITMENT COORDINATOR) (Grade 5), Faculty of Business (Placement Services), (\$1,784 - \$2,210)

ACCOUNTS CLERK (Grade 5), Office of the Comptroller (Accounts Payable), (\$1,784 - \$2,210)

ACCOUNTS CLERK (Grade 5), Office of the Comptroller (Travel Section), (\$1,784 - \$2,210)

SECRETARY (Grade 6), Plant Science, (\$1,952 - \$2,433)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 6), Faculty of Graduate Studies and Research (\$1,952 - \$2,433)

FOOD SERVICE ASSISTANT (Grade 1) (40 hour week) (Recurring Term), Housing and Food Services, (\$1,442 - \$1,778)

FOOD SERVICE WORKER (GRILL COOK) (Grade 2) (Part-Time), Housing and Food Services, (\$623 - \$768) (prorated)

ADMINISTRATIVE ASSISTANT (Grade 7), Dean of Dentistry, (\$2,125 - \$2,663)

ADMINISTRATIVE ASSISTANT (TRAVEL COORDINATOR) (Grade 7), Office of the Comptroller, (\$2,125 - \$2,663)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

VEHICLE OPERATOR (40 hour week) (Term to 31 December 1991), Materials Management, (\$10.04/hour)

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

SALE - Luxury condo, two bedroom, recently renovated. Air conditioning, pool, sauna, whirlpool, underground heated parking, five appliances. One block from Law Centre. Asking \$155,000, obo. Phone 1-342-0050 for Barbara.

SHARE - Two bedroom house, walk to University. Five appliances, \$300/month plus utilities, deposit \$300. Available 1 September, nonsmoker, 432-0361.

RENT - from November to April. Furnished (includes grand piano) three bedroom townhouse in quiet neighborhood near University, \$800. 492-1279, 438-1068.

RENT - Sabbatical home, Lessard. January-December 1992. Four bedrooms and study, family room with fireplace, double attached garage, fully or partially furnished. \$1,500/month, 487-6389.

SALE - University/Parkallen, 11103 65 Avenue. Three bedroom bungalow, mother-in-law suite, near school, park, solid property agent chosen. \$119,500, 435-7157.

SALE - McKernan, three bedroom bungalow, finished basement, garage, 1,150', fireplace. \$152,000, 436-3112.

SALE - Bearspaw, large executive two storey on clear-flowing Bearspaw Creek. South exposure, close everything. December occupancy, asking \$189,500. Tony, Spencer Realty, 434-8600.

CHRISTMAS IN HAWAII? Condo available in Kihei, Maui. Call 426-0769 evenings.

SHARE - condominium near Southgate. Nonsmoking male, 436-4733.

SALE - Millwoods, five bedrooms, \$128,000. Riverbend, three level split, four bedrooms, \$157,000; Riverbend, two storey, four bedrooms, loft, \$227,000; entertaining home, four car garage, \$268,800. Raymond Cheng, Royal LePage, 438-4700.

RENT - St Albert, Lacombe Park. Upgraded bi-level, modern kitchen, delightful back yard and deck, appliances, window coverings. Perfect location near schools and shopping. \$1,200/month. Immediate possession. Western Relocation, 434-4629.

RENT - Fully furnished one bedroom condo near Heritage Mall; garage. 5 November - 31 March, \$950/month (negotiable). Western Relocation, 434-4629.

RENT - Windsor Park, classy bungalow with unique features. 1,400', \$1,475/month, 1 November possession. Western Relocation, 434-4629.

RENT - Furnished three bedroom bungalow, Lynnwood. \$500/month plus utilities, 28 October - 4 April. 1 1/2 baths, car plugs, twelve minutes from University. References. 489-7238.

SALE - \$149,900 beautifully maintained "triplex", three bedrooms, 1,214', plus two legal suites with separate entry. Quiet location near the University. Ed Lastiwka, Royal LePage Realty, 437-7480, 446-3800.

SHARE - Large furnished two bedroom apartment, 15 minutes by bus from University. Approximately \$250 per month. Female nonsmoker please. 438-7326 or 1-227-2509 weekends.

SALE - Fantastic condo in Claridge House. Dramatic view of city skyline. Two large bedrooms with ensuite off master bedroom. Walk to University, \$249,900. Maggie Woytkiw, Re/Max Real Estate, 438-7000.

SALE - Handicap access, wide hallways, large bathrooms, "king-size" master bedroom on main floor of eight-month-old condominium apartment. 45 years plus. June Hill, Metro City Realty, 439-3300, 432-7894.

SALE - Belgravia, 1,380' three bedroom bungalow. Many upgrades, hardwood living room, dining room, fully developed basement. Mature yard, double garage. Close to campus, bus, shopping. Reggie Chinchilla, Re/Max Real Estate, 438-1575, 438-7973.

ACCOMMODATIONS WANTED

HOUSESITTING - Reliable professional, male, student-at-law, nonsmoker, nondrinker. Arrangements negotiable. Call Rod Clark, 426-5220 (office) 8:30 - 5:00.

OWN ROOM in house near University for nonsmoking male: October, November only. Larry, 492-1136.

WISH TO RENT unfurnished three bedroom house convenient to University. Move in 1 December. Larry, 492-1136.

PROFESSOR plus family would like to rent two bedroom apartment/home starting 1 November. 437-6879 (evenings).

GOODS FOR SALE

CASH PAID FOR APPLIANCES, 432-0272.

IBM AT compatible - Zenith 286LP, 8MHZ, 20MbHD, 3.5FD, 3MbRAM, new VGA color, math-chip, mouse, windows3. Asking \$1,150 OBO, 436-8327.

Continued on next page

ENERGIZE your mind at SUPER SATURDAY

It's the University of Alberta's third annual
SUPER SATURDAY
28 SEPTEMBER
10 AM TO 4 PM

in the Faculty of Business Building.

FREE ADMISSION
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Come and hear informed speakers. Get an inside view on significant issues of the day... the environment, fitness and health, national politics, international affairs. Take a closer look at the occult, Greek mythology, the beginning of the universe... whatever your interests, there's something for you among the 30 presentations. Talks are informal and last 45 minutes.

Then it's question-and-answer time.

You can also take a guided tour of "Treasures of the Earth" (11 am), see "Rare Plants of Canada" (1 pm), and view a special exhibition of prints (2 pm). For children, there's a "Touch a Dinosaur" tour (11 am). All tours start from the Business Building.

For more information,
dial Public Affairs Campus Events Line,
492-7073, or call 492-2325.

Take the First Step

Participate in Employment Equity Week

October 7 - 11, 1991

All events will take place in the
Heritage Lounge, 227 Athabasca Hall.

Monday, October 7

12:00 - 1:00pm **Changing Demographics of the Workplace, A Panel Discussion**
Dr. H. Krahn, *Population Research Laboratory*
Bob Nicoll, *Director Labour Market Research Career Development & Employment*

Tuesday, October 8

12:00 - 1:00pm **Interactive Theatre Presentation:**
"See Me Hear Me" Directed by Becky Farrar

Wednesday, October 9

Census Day ☐ ☒ ☐
8:00 - 9:30am **Employment Equity Information Breakfast**
(R.S.V.P. - Office of Human Rights)
Office of Human Rights
12:00 - 1:00pm **Employment Equity Information Session**
Office of Human Rights

Thursday, October 10

12:00 - 1:00pm **Interactive Theatre Presentation**

Any questions or concerns?
Contact the Office of Human Rights at 492-7325.

Equity Saturday

Workshop on
Employment Equity Policies at Canadian Universities

Saturday, October 5, 1991
9:30 am to 3:30 pm
Humanities Lecture Theatre 1

Morning session (9:30-noon)

May Ann Francis, Dalhousie University
Professor Pamela Milne, University of Windsor
Gill Tieman, York University
Carole Clark, University of Calgary
Professor Sharon Kahn, University of British Columbia

Lunch break (Noon to 1:30)

Lunch is not provided but can be purchased at HUB mall

Afternoon session (1:30 to 3:30)

Open discussion of morning presentations

Note: Childcare is available upon request. Please phone 492-4221 before 4 pm on September 25 if you require childcare.

Sponsored by: Faculty of Arts, Faculty of Law, Faculty of Medicine

All members of the university community are invited.



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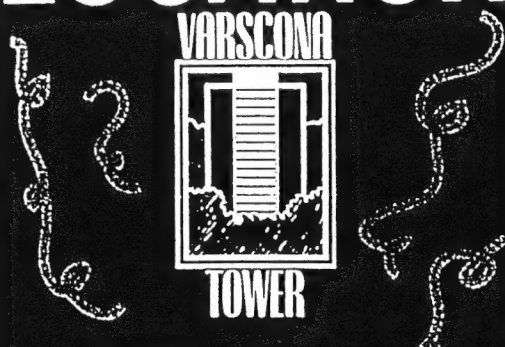
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TECHNICAL EDITOR - and writer is fully conversant with APA, Vancouver, and MLA styles. References. Call Patricia Craig at 492-5837 or 484-1922.

INTERIOR PLASTERING SPECIALIST - will restore old plaster homes. In-home demonstrations, all work guaranteed, references, will also do drywall, taping. Highest quality workmanship guaranteed. Stanley, 479-6640.

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KARATAQUATICS - It shows results! Classes at east pool, Monday/Wednesday, Tuesday/Thursday. Registration west pool office. Information, Marlene 922-5992.

BACK BASICS - Remedial therapy, 436-8059. University benefits coverage.

MASSAGE - reimbursable through supplementary health care. Relaxation/therapeutic/sports massage at Kinsmen Sports Centre by appointment. 433-8434.

MISCELLANEOUS

SIX FIGURE INCOME - Either you want financial freedom or you don't. Let's find out! Call 491-6011, 24 hour/message.

SEEKING EMPLOYMENT - German tutoring or translating. Please call 465-3238.

ADULT SHINNY HOCKEY - Millwoods Arena, Tuesdays, 11 pm. Contact Bob, 987-4231.

Reminder!

"Alcohol...An Education for Life"

Alcohol-Related Issues: Legal Implications Workshop

Date: October 7, 1991

Time: Workshop #1
(Deans, Chairs, Invited Guests)
9am to 12pm

Workshop #2
(APO's, Directors) 1pm to 4pm

Place: Faculty of Business Building
Stollery Centre

Instructor: Dr. Peter Mercer, Dean of Law
University of Western Ontario

The material which Dr. Mercer will be presenting is as follows:
The University's vulnerability to Civil Suit; The University's powers to take action to limit exposure; Strategies for minimizing the risks of Civil Suit; and Managing problems of potential liability - A Case Study.

The Registration fee for this workshop is \$15.00 and the Registration deadline is September 30, 1991. If you would like further information regarding this workshop please contact Janet-Sue Hamilton, General Services Bldg. Room 355B (2462).



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